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ABSTRACT

This report summarizes findings of a study that assessed current levels of support for family friendly programs at colleges and universities in the United States. Analysis of the survey data text and tables is presented in four sections that define purpose and methodology, historical context, provide profiles of various work-family initiatives, and discuss implications for planning and action. A fifth section of the report describes model initiatives such as: an on-site child care center at San Juan Community College (California); a program to care for mildly ill children at Iowa State University; emergency well child services at Michigan State University; a holiday/snowday program at Appalachian State University (North Carolina); an elder care resource and referral service at the University of Michigan; adoption assistance at Harvard University (Massachusetts); domestic partner benefits at Stanford University (California) and Massachusetts Institute of Technology; programs allowing stopping and starting the tenure clock at the University of Wisconsin-LaCrosse, Wellesley College (Massachusetts), Colgate University (New York), and Ohio State University; and work-family management training at Ohio State University; Additional organizational case studies are provided for Cornell University (New York), University of Montana, University of North Carolina at Chapel Hill, and Princeton University (New Jersey). The appendix includes a questionnaire that can be used as a self-assessment tool for compiling an index of institutional work-family initiatives. (CH)

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